

Appendix

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## AUC Club Code of Conduct

# UCD Athletic Union Council Club Code of Conduct

## PURPOSE

This Code of Conduct (the "Code") has been devised to provide guidance to all involved in UCD Sports Clubs as to the standards of conduct, responsibilities and interactions that are expected by the UCD Athletic Union Council (AUC) and the University.

This Code is applicable to

- all members of a UCD sports club ("Members"). Members include: UCD employees ("UCD Employees") registered students ("UCD Students") and UCD graduates ("Graduates") who are playing members and non-playing members of a UCD Sports Club
- individuals who are employed or engaged by a UCD Sports Club to provide any services to the Club ("Club Employees");
- individuals who are engaged directly by a UCD Sports Club to provide any services to the Club on a voluntary basis ("Volunteers");
- individuals who are acting as the responsible figure on a Club trip or at a Club activity ("Leaders");
- other individuals who participate in, contribute or are involved in a UCD Sports Club including but not limited to medical personnel, committee members, Officers, guests attending a UCD Sports Club event, AUC Officer, AUC Executive Committee member or Club staff ("Others").

The AUC is fully committed to safeguarding the wellbeing of everybody listed above and encourages best practice in the running of sports clubs through its commitment to providing an environment that demonstrates dignity and respect and understanding for the rights, safety and welfare of those persons. The achievement of best practice is reliant upon the adoption of this Code by every person to whom it applies.

Every person to whom this Code applies is expected to comply with this Code and encourage others to comply with this Code in all circumstances, at all times while engaged in UCD Club sport and related events on or off-campus.

## 1. GUIDING PRINCIPLES

Respect for the universal fundamental ethical principles of sport within Clubs is paramount and the following guiding principles shall apply;

- 1.1 Respect for the sporting spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play.
- 1.2 Respect for the principle of the universality and political neutrality of the sporting relations.
- 1.3 Maintaining harmonious relations with sports authorities, while respecting the principle of autonomy.
- 1.4 Respecting all property, facilities, equipment and capital to which they have access or with which they are provided while training and participating in a UCD Club event or activity.
- 1.5 Respect for international conventions on protecting human rights insofar as they apply to Club sport and which ensure in particular;
  - a. respect for human dignity.
  - b. rejection of discrimination of any kind on whatever grounds, be it nationality/race/colour/language, gender, sexual orientation, civil status, disability, age, religion, political or other opinion, social origin, property, birth or other status.
  - c. rejection of all forms of harassment, be it sexual, or otherwise.
  - d. promotion of equality of opportunity to access and participate in Club sport.
- 1.6 Ensuring the participants' safety and well-being are protected to the greatest extent possible whilst engaged in Club activities.
- 1.7 Everyone to whom this Code applies is required to read, implement and comply with the policies and procedures of the University and the AUC.
- 1.8 Everyone to whom this Code applies is required to act with integrity and must never engage in fraudulent or dishonest activity at any time.

- 1.9 Everyone to whom this Code applies is required to ensure that their engagement in Club activity does not adversely affect the reputation of the University, the AUC or a Club.

## **5. BEHAVIOUR**

Everyone to whom this Code applies must use due care and diligence in fulfilling their mission. At all times, they must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism. They must not act in a manner likely to adversely affect the reputation of UCD.

In particular everyone to whom this Code applies:

- 2.1. must be conscious of the fact that they are representing UCD. Consequently, they must consistently display high standards of behaviour and appearance.
- 2.2. must always act in the best interest of the Club and the welfare of the other Members of the Club.
- 2.3. must always act in a financially responsible manner and report any financial irregularities or risk.
- 2.4. as per the national governing body of their sport, must adhere to the provisions of the World Anti-Doping Code.
- 2.5. must not, by any manner whatsoever, manipulate the course or result of a competition, or any part thereof, in a manner contrary to sporting ethics, infringe the principle of fair play or show unsporting conduct and must not interfere in the running of sports competitions.
- 2.6. must ensure that their behaviour and actions are conducive to an inclusive and respectful culture within their Club.
- 2.7. must not engage in conduct which is disruptive of or likely to interfere with the sporting activities organised by a University Club
- 2.8. must not engage in obstruction or harassment, including bullying, of any person carrying out activities on behalf of or for a University Club in the performance of their duties or Club activities.

## **3. DIGNITY AND RESPECT**

- 3.1 Every person to whom this Code applies must respect the rights, dignity and worth of each person in their right to self-determination. Specifically, every person to whom this Code applies must treat everyone equitably and sensitively within the context of their activity and ability, regardless of gender, ethnic origin, cultural background, sexual orientation, religion, family status, political beliefs, age, disability or socio-economic status.
- 3.2 Every person to whom this Code applies must respect one another and expect respect for their worth regardless of their role within any Sports Club.
- 3.3 Every person to whom this Code applies must act in a positive and courteous manner and must ensure their actions, words or gestures do not breach the protected areas covered under Employment Equality Act 1998-2015 and/or Equal Status Act 2000-2018 (as amended or replaced) (protected areas covered are; gender, civil status, family status, sexual orientation, religion, age, disability, race, and membership of the Traveller community).
- 3.4 Every person to whom this Code applies has a duty to foster a culture of dignity and respect and must not participate or encourage participation in mandatory or undignified initiation and/or hazing ceremonies and must not contravene the UCD Dignity and Respect Policies.

## **4. COMMUNICATIONS AND CONFIDENTIALITY**

The principle of confidentiality shall be respected by all with respect to Club activities;

- 4.1 Everyone to whom this Code applies must keep and store securely all documentation with respect to meetings, correspondence, minutes of committee meeting, databases, competition entries, medical records and financial reports. These documents should be stored in a manner that reflects the University's GDPR policies and procedures.
- 4.2 Everyone to whom this Code applies must communicate effectively, accessibly and appropriately with others through e-mail, social media, noticeboards or the Club's website.
- 4.3 In the course of, or for the purpose of the Club's business, persons to whom this Code applies may acquire or have access to and be entrusted with information which will be confidential to a Club member, the

Club or UCD. It is the recipient's duty to observe such confidentiality, including after the termination of their involvement with the Club.

## **5. BREACHES OF THE CODE**

Where a complaint is made by under this Code or where an alleged breach of this Code is brought to the attention of the relevant Club secretary, the matter may be dealt with in accordance with the AUC's Disciplinary Procedures.

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